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|  | <p>esDONES-00-25-0054</p> <p>RECRUITMENT OF PERMANENT RESEARCH STAFF UNDER THE<br/>IFMIF-DONES PROJECT</p> <p>IFMIF/73</p> |   |
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# Call for the Recruitment of Permanent Research Staff under the IFMIF-DONES Project

## IFMIF/73

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Resolution of the Directorate of IFMIF-DONES España announcing a selection process for the formalization of one permanent employment contract through a merit-based procedure. The IFMIF-DONES España Consortium was established by virtue of the collaboration agreement between the Ministry of Science and Innovation and the Regional Ministry of Economy, Knowledge, Enterprises and University of the Autonomous Community of Andalusia, signed in Granada on June 9, 2021.

It is composed of the General State Administration, through the Ministry of Science, Innovation and Universities, to which it is attached, and the Autonomous Community of Andalusia, through the Regional Ministry of University, Research and Innovation, under the provisions of Article 47.2 of Law 40/2015, of October 1, on the Legal Regime of the Public Sector, and other regulations governing this type of entities.

It is constituted as a non-profit public law entity, made up of the General State Administration, through the Ministry responsible for scientific research, and the Administration of the Government of Andalusia, through the competent Regional Ministry in matters of scientific research. It has its own legal personality and full capacity to fulfill its specific purposes.

The Consortium is subject to public law and is governed by its Founding Agreement, its Statutes, and the general legal provisions applicable to it. The general provisions of the General State Administration and of the Autonomous Community of Andalusia shall apply subsidiarily.

Its purpose is to manage the economic, technical, and administrative collaboration of the entities that comprise it for the construction in Spain of the scientific and technical infrastructure for the irradiation of fusion materials, the International Fusion Materials Irradiation Facility – Demo Oriented Neutron Source (IFMIF-DONES). It will fulfill the obligations corresponding to Spain as the host country of the international infrastructure. Likewise, it may promote and participate in R&D&I projects in the field of fusion and in other areas of science and technology related to it, particularly those included in the European roadmap for fusion.

The recruitment processes of IFMIF-DONES España are governed by the general rules of recruitment for Public Administrations, in accordance with the provisions of Article 100 of Law 40/2015, of October 1, and with the specifications for public research bodies contained in Law 14/2011, of June 1, on Science, Technology and Innovation.

Applicable regulations also include Royal Decree-Law 8/2022, of April 5, adopting urgent measures in the field of employment contracts in the Spanish Science, Technology and Innovation System; Royal Legislative Decree 5/2015, of October 30, which approves the revised text of the Basic Statute of Public Employees; Law 20/2021, of December 28, on urgent measures to reduce temporary employment in the public sector; Royal Legislative Decree 2/2015, of October 23, approving the revised text of the Workers' Statute; Royal Decree-Law 32/2021, of December 28, on urgent measures for labor reform, employment stability and transformation of the labor market; the General Regulation on entry of personnel into the General State Administration and on the provision of job posts and promotion of civil servants of the General State Administration, approved by Royal Decree 364/1995, of March 10; the

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Resolution of the Secretary of State for Public Administration of November 22, 2001, which establishes criteria for the selection of temporary labor personnel; the Joint Instruction of the Secretariats of State for Finance and Budgets and for Public Administration of November 17, 2010; Law 14/2011, of June 1, on Science, Technology and Innovation; Royal Decree 203/2021, of March 30, approving the Regulation on the functioning of the public sector by electronic means; and the rest of the applicable legislation in force.

The Directorate of the IFMIF-DONES España Consortium resolves to announce a selection process for the recruitment of one permanent research staff position, for which the rules of the call, as set out below, are hereby approved.

This call shall comply with the principle of equal treatment between women and men in access to public employment, in accordance with the provisions of Article 14 of the Spanish Constitution, Organic Law 3/2007, of March 22, for the effective equality of women and men, and the Resolution of December 29, 2020, of the General Secretariat for Public Administration, publishing the Agreement of the Council of Ministers of December 9, 2020, which approves the Third Plan for Gender Equality in the General State Administration and in the Public Bodies attached or linked to it.

Likewise, it will observe the provisions of the Resolution of the Secretary of State for Public Administration on the review of COVID-19 measures to be adopted in the General State Administration in view of the evolution of the health situation and vaccination progress, dated September 15, 2021, and the Framework Resolution of the Undersecretariat of Science and Innovation, dated September 20, 2021, which applies the aforementioned resolution to the central services of the Ministry of Science and Innovation and to the affiliated, dependent and attached bodies and entities of the Department.

This call may be co-financed by the European Regional Development Fund (ERDF) of the European Union, under the ERDF Operational Programme 2021–2027, for the project *Load-bearing surfaces, secondary structures and primary installations of the envelope of the IFMIF-DONES Scientific Infrastructure (DONES-TOPS)*, as well as under the Andalusia ERDF Operational Programme 2021–2027, for the project *Foundations and primary structures of the envelope of the Scientific and Technical Infrastructure International Fusion Materials Irradiation Facility – Demo Oriented Neutron Source (DONES BASE)*.

## TERMS AND CONDITIONS OF THE CALL

### 1. General Provisions

1.1. Pursuant to Article 20.Four.3 of Law 31/2022, of December 23, which establishes that the replacement rate may be transferred to consortia by the Administrations and other entities participating in the consortium, the Undersecretariat of Science and Innovation issued a Resolution dated July 9, 2024, by which the 30 positions for recruitment were distributed, assigning six permanent research staff positions to the IFMIF-DONES Spain Consortium.

This call for applications is issued under the authorization to formalize six permanent research staff contracts at the IFMIF-DONES Consortium, based on the provisions set out in Sections Two.1.a and Two.3.h of Article 20 of Law 31/2022, of December 23, on the General State Budget for 2023, and in accordance with the Resolution of the Undersecretariat of Science and Innovation dated May 20, 2025. The Directorate-General for Public Administration issued resolution no. 250161, dated August 6, 2024, authorizing six permanent research staff contracts at the IFMIF-DONES Spain Consortium.

This call, as well as any acts arising from it, will be published on the [Electronic Office of the IFMIF-DONES Spain Consortium](#). Such publication shall, for all purposes, constitute formal notification to the applicants.

In the event of any discrepancy between the Spanish and the English version of this call, as well as of any acts arising therefrom, the provisions of the Spanish version shall always prevail.

1.2. A selection process is announced for the award of 1 position through full-time, open-ended employment contract, not subject to a collective agreement, and within the professional categories listed in Annex II.

1.3. The contracts will be of indefinite duration as provided in section 1.2.

In all cases, the contracts signed will be explicitly linked to the research line, scientific-technical services line, project, commission, applicable agreement, or other instrument that gives rise to and supports the advertised position(s); and they shall be terminated on the completion date of such instrument—either on the expected date, the date of any extension, or earlier if terminated in advance. Under no circumstances may the signed contract be used for purposes other than those expressly stated in this call.

1.4. The grounds for termination of the contract shall include: those set out in section 1.3 above; insufficient financial availability; resignation by the employee; failure to pass the probationary period; and any other lawful cause specified in the contract.

1.5. Remuneration:

Remuneration shall consist of basic pay (as indicated in Annex II) and supplementary pay (as established in the IFMIF-DONES Spain salary tables). These amounts represent the maximum

remuneration and are subject to the availability of adequate and sufficient budgetary funds for the corresponding fiscal year and the necessary authorizations.

1.6. The selection process will be conducted through a single-phase merit-based competition, as set out in Annex I. The awarding of positions will follow the principles of competitive selection, publicity, transparency, objectivity, equality and non-discrimination, as well as effectiveness in achieving the established objectives and efficiency in the allocation and use of public resources.

1.7. The description of the positions and their duties is detailed in Annex II of this call.

## 2. Requirements for Applicants

To be admitted to the selection process, applicants must meet the following eligibility requirements on the closing date for the submission of applications and maintain them until the moment the employment contract is formalized:

### 2.1. Nationality:

#### 2.1.1. Hold Spanish nationality.

2.1.2. The following individuals may also participate as permanent staff on equal terms with Spanish nationals, except for those public positions that directly or indirectly involve participation in the exercise of public authority or the safeguarding of the general interests of the State and Public Administrations:

a) Nationals of Member States of the European Union.

b) The spouse of Spanish nationals and nationals of other Member States of the European Union, regardless of their nationality, provided they are not legally separated. Their descendants under the age of twenty-one or older if dependent may also participate under the same conditions.

c) Persons covered by the scope of application of International Treaties concluded by the European Union and ratified by Spain, which allow the free movement of workers.

d) Foreign nationals who are legally residing in Spanish territory.

Applicants not residing in Spain under sections b), c), and d) must attach to their application documents that prove the claimed conditions.

2.2. Functional Capacity: Must have the functional capacity to perform the tasks required.

2.3. Age: Be at least 16 years old and not exceed the maximum mandatory retirement age, where applicable.

2.4. Legal Standing: must not be subject to a disqualification status through disciplinary proceedings from any Public Administration or constitutional or statutory body of the Autonomous Communities, nor be barred by a final court ruling from public employment or office, or from performing functions like those previously held in the case of former public

employees. Applicants from other states must not be disqualified or subject to equivalent sanctions that would prevent access to public employment under the same terms in their country of origin.

2.5. Educational Qualification: Be in possession of, or in a position to obtain, the qualification indicated in Annex II by the closing date of the application period. Applicants with foreign qualifications must provide proof of the corresponding official recognition within the period set out in section 3.2. This requirement does not apply to applicants who have obtained recognition of their professional qualifications under EU law in regulated professions.

### 3. Applications

3.1. Participation in this selection process requires the submission of the application form, duly completed, using the template in Annex V attached to these terms. It is mandatory to indicate the contract/position code in Annex V, as well as to list all claimed merits. Failure to correctly indicate the code will result in disqualification. Merits not listed in Annex V may not be considered by the Selection Committee.

3.2. The submission of the application corresponding to the model set out in Annex V of these rules, together with the required documentation, shall be made within **20 calendar days** counted from the day following the date of publication of this call, by one of the following means:

- a) Preferably, electronically, through the Electronic Registry of the IFMIF-DONES Spain Consortium, using the procedure enabled for this purpose: [Solicitud de Participación en Proceso Selectivo](#).
- b) Electronically, to the IFMIF-DONES Spain Consortium through the General Electronic Registry of the General State Administration. In the “Expone” section of the Registry, the contract/code position applied for must be indicated.
- c) By submitting the application in paper format, for on-site registration, together with Annex V and the associated documentation, at the registry of the:

IFMIF-DONES Spain Consortium

Calle Gran Vía de Colón nº 48.

18010 (Granada)

- d) Or through any of the means established in Article 16 of Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations.

Applications must be addressed to the Director of the IFMIF-DONES Spain Consortium.

The application form must include an email address for the purpose of receiving communications and/or requirements, which will be considered valid for official notification purposes.

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The application form must be signed by the applicant, thereby declaring that the information provided is truthful and that the applicant meets the requirements set out in this call, and committing to provide documentary proof of all data submitted.

All applicants must also send an email to the email address indicated in Annex III of this call, informing of the submission and the method used, as per section 3.2.

Failure to submit the application on time and in the required form will result in exclusion from the process.

3.3. Applications submitted in person at the Registry of the IFMIF-DONES Spain Consortium or through post office branches must be delivered in an open envelope so that they may be dated and stamped by the staff before being registered or sent by certified mail.

3.4. Each application must include:

3.4.1. A copy of the qualification required in Annex II for the position applied for. Applicants with foreign qualifications must submit, within the timeframe set in section 3.2, a copy of the official recognition credential for those studies. (Applicants who do not hold the required qualification as listed in Annex II will be excluded from the selection process.)

3.4.2. Supporting documentation for the claimed merits, as outlined in Annex I, and organized as indicated in Annex V. If a document supports multiple merits, it must be included in each corresponding section. If a supporting document is not filed under the correct merit category, it may not be evaluated for that merit, even if submitted elsewhere. All claimed merits must be held as of the closing date of the application period and must be appropriately documented for evaluation.

3.4.3. Applicant's curriculum vitae, accompanied by:

An up-to-date Social Security employment record certificate issued after the publication date of this call.

Any other documents the applicant considers relevant to prove work experience (e.g., employment contracts, reference letters, duty certificates), organized as per Annex V.

The CV must be structured to highlight aspects relevant to the job functions and position suitability criteria.

3.4.4. Personal academic transcript of the degree or equivalent (including grades by subject).

3.4.5. Applicants with a recognized disability of 33% or more who require adaptations in time and/or means must attach a Technical Medical Report issued by the Technical Evaluation Body that certified the degree of disability or an equivalent valid certificate.

3.4.6. Applicants listed under section 2.1.1, and foreign residents in Spain under section 2.1.2.a), are exempt from submitting documentation proving nationality, provided they authorize

verification of their identity data through the Identity Verification System. All other applicants must attach documents that prove the claimed eligibility conditions.

3.5. Failure to submit, along with the application, the documentation required in section 3.4.1 will result in exclusion. However, this may be rectified within the correction period set out in section 4.1 of this call.

3.6. Any factual, material or arithmetic errors in the application may be corrected at any time, either ex officio or at the request of the interested party.

3.7. Submission of the application implies consent for the processing of the applicant's personal data for the purpose of resolving this call, in accordance with Organic Law 3/2018, of December 5, on the Protection of Personal Data and the guarantee of digital rights, as well as consent for the Consortium to verify or request, through electronic means, any information from other bodies, Administrations or providers relevant to the application under this call and applicable regulations.

3.8. Participation in the competition implies a declaration that the submitted documents and merits are true. IFMIF-DONES España may request the original supporting documentation at any time before or after the evaluation of applications. Failure to provide the requested documentation, or the discovery of any false information or merits, shall entitle IFMIF-DONES España to take any legal action deemed appropriate against the applicant and, where applicable, to terminate the employment contract if already awarded.

#### 4. Admission of Applicants

4.1. Once the application submission period has ended, the convening body, upon proposal from the Board or the section in charge of reviewing applications at IFMIF-DONES Spain, shall issue a resolution approving the provisional lists of admitted and excluded applicants. This resolution shall be published at [Electronic Office of the IFMIF-DONES Spain Consortium](https://www.ifmif-dones.es), and a period of five (5) working days, starting from the next working day following the publication date, shall be granted for applicants to rectify any errors that led to their exclusion or omission from these lists, by means of the procedures set out in section 3 of these terms and conditions.

This correction period may not be used, under any circumstances, to add, complete, or modify the documentation submitted with the initial application, except for documentation submitted during this period to remedy correctable defects.

4.2. Once the correction period ends, any change made will be published in the same places as the provisional lists of admitted and excluded applicants.

4.3. The maximum duration to resolve the selection process shall be six (6) months.

## 5. Selection Board

5.1. The Selection Board for this process is specified in Annex III. However, if there are any changes to the information in Annex III, the final composition of the Board and its location shall be made public along with the definitive lists of admitted and excluded applicants and in the same places indicated in section 4.1.

5.2. The Board shall ensure strict compliance with the principle of equal opportunity between sexes, in accordance with Article 14 of the Spanish Constitution.

As a general rule, meetings shall be held in person or via teleconference or videoconference, or in a mixed format, respecting the maximum occupancy limits established for each room by the prevention services. Meetings requiring travel to another location shall be avoided whenever possible, provided technological alternatives such as teleconferencing or videoconferencing can be used.

5.3. The procedures followed by the Board shall at all times comply with the provisions of Law 40/2015, of October 1, on the Legal Regime of the Public Sector.

5.4. The Board shall consider, verify, and assess any issues that may arise during the process, adopting the motivated decisions it deems appropriate.

5.5. Members of the Board must abstain from participating in cases described in Article 23 of Law 40/2015, of October 1.

5.6. Applicants may recuse members of the Board when the circumstances provided in Article 24 of Law 40/2015, of October 1, apply.

5.7. For the purposes of communications and other matters, the Board shall be based at the address indicated in Annex III.

6.1. The Board shall publish, in the places indicated in section 4.1, the provisional evaluation of the merits listed in Annex I, indicating the score obtained in each section and the total score. Applicants shall have five (5) working days from the day following publication to submit any comments or claims. Once this period ends, the Board shall publish the final evaluation list, including the proposed selection and, if applicable, reserve candidates.

6.2. The Board may at any time during the process request proof of identity or clarifications regarding the merits claimed. If the Board becomes aware that an applicant fails to meet any of the requirements stated in the call, it must, after hearing the applicant, propose their exclusion to the convening body.

6.3. Applicants may voluntarily withdraw from the process at any time. Such withdrawal shall result in immediate exclusion and forfeiture of any rights to the position(s) for which the applicant has applied.

## 7. Completion of the Selection Process

7.1. Once the process has been concluded, the Board shall submit to the convening body the list of applicants who have achieved the minimum qualifying score, ordered from highest to lowest, and, if applicable, by candidate preferences. The convening body shall issue a resolution awarding the positions. This resolution shall include the list of candidates who passed the process, in order of score for each position, and the contracts shall be awarded strictly following this order.

This resolution shall be published where the admitted and excluded lists were published, as well as at the Board's headquarters and any other locations deemed appropriate. Selected applicants shall have five (5) working days from the day following publication to present the original documentation proving compliance with the requirements of the call. Failure to submit this documentation within the deadline shall result in the position being declared vacant or awarded to the next highest-scoring candidate.

7.2. The maximum period for formalizing and signing the employment contract shall be twenty (20) working days from the day after publication of the resolution, unless the contract is subject to pending reports or authorizations required by current regulations.

If the contract is not formalized within the deadline, the position will be declared vacant or awarded to the next eligible candidate.

However, a request for extension to formalize the contract may be submitted, subject to the decision of the convening body. If not granted, the selected candidate must join within the originally established deadline.

7.3. No more contracts shall be formalized than the number of positions announced.

7.4. The probationary period is specified for each position in Annex II. If the selected candidate fails to pass the probationary period, based on an evaluation report from competent staff, the contract shall be terminated.

7.5. If after the deadline in section 7.1 the required documentation is not submitted or a resignation is presented, the position may be awarded to the next candidate on the list who meets the requirements and complies with applicable regulations.

7.6. If, after the contract is formalized, an employee resigns or receives a negative performance report during the probationary period, they may be replaced by the next eligible candidate from the list referred to in section 7.1, provided that candidate meets the requirements and applicable regulations.

## 8. Additional Provisions

This selection process is subject to Royal Legislative Decree 5/2015, of October 30, which approves the revised text of the Basic Statute for Public Employees; the applicable provisions of

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Law 30/1984, of August 2, on measures for the reform of the Civil Service; the applicable collective labor agreement, where relevant; other legislation applicable by subject matter; and the provisions of this Resolution.

This Resolution may be contested, optionally, by lodging an administrative reconsideration appeal with the same body that issued it within one month of its publication, or by filing a judicial appeal before the Labor Court within two months, in accordance with Article 2.1(g) of Law 36/2011, of October 10, regulating labor jurisdiction. If an administrative reconsideration appeal is filed, a judicial appeal may not be submitted until the administrative appeal has been expressly resolved or presumed dismissed.

Electronically signed by the Director of the IFMIF-DONES Spain Consortium.

Ángel Ibarra Sánchez.

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## Personal Data Protection Information for Personnel Selection

| SECTION TITLE                  | BASIC INFORMATION                                                                                                                                                         | ADDITIONAL INFORMATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>DATA CONTROLLER</b>         | CONSORCIO<br>IFMIF-DONES ESPAÑA                                                                                                                                           | <b>CIF:</b> Q1800796C<br><b>Address:</b> C/ Gran Vía de Colón 48. C.P. 18010 Granada                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>DATA PROTECTION OFFICER</b> | AUDITORICER S.L.<br>Calle Vitoria 13, 2 <sup>nd</sup> floor, left<br>09004 Burgos<br>947556640                                                                            | <b>EMAIL ADDRESS</b><br><a href="mailto:dpd@ifmif-dones.es">dpd@ifmif-dones.es</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>PURPOSE</b>                 | Staff Recruitment                                                                                                                                                         | To manage staff recruitment processes, both through open access and internal promotion systems.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|                                |                                                                                                                                                                           | They will be retained for as long as necessary to fulfill the purpose for which they were collected and to determine any potential liabilities arising from that purpose and the processing of the data.<br>The provisions established in the regulations on archives and documentation shall apply.                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                                |                                                                                                                                                                           | To facilitate and speed up the processing of applications, the data contained in them will be pre-recorded.<br>The data included in applications that are not finalized through official submission to the Registry will be deleted once the list of admitted and excluded candidates in the selection process is published.                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>LEGAL BASIS</b>             | Public interest mission / exercise of official authority.<br><br>Compliance with a legal obligation.<br><br>Performance of an administrative or contractual relationship. | GDPR: Article 6.1e) – Processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.<br>GDPR: Article 6.1c) – Processing is necessary for compliance with a legal obligation to which the controller is subject.<br>GDPR: Article 6.1b) – Processing is necessary for the performance of a contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract.<br>Royal Legislative Decree 5/2015, of October 30, approving the revised text of the Basic Statute of Public Employees.<br>Royal Legislative Decree 2/2015, of October 23, approving the revised text of the Workers' Statute. |
|                                |                                                                                                                                                                           | The provision of data is a necessary requirement to participate in the process.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>RECIPIENTS</b>              | Disclosure of data to third parties is planned.                                                                                                                           | The applicants' data (name, ID number, and, where applicable, disability status) are published in the locations specified in the call.<br>The data of candidates who pass the selection process are also published in the corresponding Official Gazette.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|                                | No disclosures or transfers to third countries are planned.                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>RIGHTS</b>                  | Right to access, rectify, and erase data, as well as other rights set out in additional information.                                                                      | You have the right to access, rectification, erasure, restriction of processing, and data portability, under the terms set out in Articles 15 to 23 of the GDPR.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                |                                                                                                                                                                           | You may exercise all of these rights before the data controller.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                |                                                                                                                                                                           | You may exercise all of these rights before the Data Protection Officer.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>SOURCE</b>                  | DATA SUBJECT                                                                                                                                                              | If the data subject gives consent:<br>State Tax Administration Agency (Agencia Estatal de Administración Tributaria) to verify income level.<br>Ministry of Education and Culture to verify academic qualifications.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                                | OTHERS PUBLIC ADMINISTRATIONS                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

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# ANNEX I

## Description of the Selection Process

## Merit-Based Competition

The selection process shall consist of a merit-based competition, in which up to 100 points may be awarded for the merits detailed below. These merits must be related to the functions and tasks to be performed in the position offered and must be held as of the closing date of the application period:

### Professional Merits: Up to a maximum of 45 points

1. Professional experience in job positions with duties like those assigned to the position being applied for.

(Maximum score: 45 points)

Scoring method: From 0 up to X points for each year of experience in positions involving activities like those described in the Job Description. The score will be adjusted based on the candidate's suitability coefficient (which will be calculated by the selection board according to the Suitability Criteria indicated in these terms).

Where:

$$X = 45 \div 2E$$

With:

45: Maximum score for professional merits

E: Minimum number of years of experience required in the job description sheet.

In cases where no minimum experience is required, E shall be assigned a value of 1.

- Means of verification:

- Supporting documentation of the claimed work experience and the Social Security employment record certificate, issued by the General Treasury of Social Security after the publication of the call.
- In cases where work has been carried out entirely or partially abroad, appropriate supporting documentation must be provided.

### Academic Merits: Up to a maximum of 20 points

Due to their nature, academic merits other than the academic transcript itself will be assessed by the Selection Committee based on their relevance to the position, applying quality criteria and as indicated in Annex II under the Job Suitability Criteria and the functions to be performed proportionally.

#### 1. Academic Degrees. Maximum score: 7 points.

This section will evaluate both the academic transcript corresponding to the academic qualification required in the call, as well as the possession of any other degree higher than the one required in the call, or another academic degree of the same educational level as the one required, but suitable for the functions and tasks to be performed by the applicant, or, where applicable, an academic

specialization different from the one required to participate in this selection process, but which is related to the functions and tasks of the position to be filled, or having passed a competitive selection process for access to a body, civil servant scale, statutory staff or as permanent labor personnel to a position with a professional classification and functional content similar to those corresponding to the position being applied for. The suitability of the applicant's curriculum and studies for the functions and tasks to be performed may also be assessed.

**1.1. Academic transcript of the required academic degree.** (It will be evaluated up to a maximum of 5 points). To determine the score for this section, one of two tables will be used depending on whether the numerical grading scale of the academic transcript is from 0 to 10 or from 0 to 4. In the event that the average grade of the academic transcript is expressed in both scales, the 0 to 10 numerical scale will be used.

| Academic transcript<br>grading scale<br>0 a 10 | SCORE |
|------------------------------------------------|-------|
| 5,1 - 5,49                                     | 0,5   |
| 5,5 - 5,99                                     | 1     |
| 6 - 6,49                                       | 1,5   |
| 6,5 - 6,99                                     | 2     |
| 7 - 7,49                                       | 2,5   |
| 7,5 - 7,99                                     | 3     |
| 8 - 8,49                                       | 3,5   |
| 8,5 - 8,99                                     | 4     |
| 9 - 9,49                                       | 4,5   |
| 9,5 - 10                                       | 5     |

| Academic transcript<br>grading scale<br>0 a 4 | SCORE |
|-----------------------------------------------|-------|
| 1,05 - 1,24                                   | 0,5   |
| 1,25 - 1,49                                   | 1     |
| 1,5 - 1,74                                    | 1,5   |
| 1,75 - 1,99                                   | 2     |
| 2 - 2,24                                      | 2,5   |
| 2,25 - 2,49                                   | 3     |
| 2,5 - 2,74                                    | 3,5   |
| 2,75 - 2,99                                   | 4     |
| 3 - 3,49                                      | 4,5   |
| 3,5 - 4                                       | 5     |

- Means of verification: A copy of the academic degrees and the official academic transcript of grades obtained, indicating the courses taken, the grades received, and the date and examination session in which each course was passed.

**1.2. Other academic degrees different from the one required** (of equal or higher level) or successful completion of selection processes within the Public Sector (as defined by Law 39/2015, of October 1, on the Common Administrative Procedure of Public Administrations), relevant to the functions and tasks to be performed by the applicant. (Up to a maximum of 1 point will be awarded per degree or selection process, depending on the merit level and its relevance to the position, with a maximum of 2 points to be awarded in this section.)

- Means of verification: A copy of the degrees or official resolutions.

**2. Courses and Seminars Related to the Functions of the Position Applied For** (Maximum score: 6 points)

Courses and seminars must have a minimum duration of 15 hours and be closely related to the activities to be performed and to the Job Suitability Criteria.

- Courses and seminars delivered: up to 1 point each, depending on their relevance to the position.
- *Courses and seminars attended: They will be assessed according to the following scale, taking into account their duration, the level of the course, and their relevance to the position:*
  - From 15 to 30 hours: up to 0.4 points
  - From 31 to 60 hours: up to 0.8 points
  - From 61 to 120 hours: up to 1.2 points
  - From 121 to 300 hours: up to 1.6 points
  - More than 300 hours: up to 2 points

- Proof of documentation: photocopy of certificates or diplomas.

### 3. Participation in Publications and Conferences (Maximum score: 7 points)

- Publications in scientific journals, books or book chapters, technical and advisory reports: up to 0.5 points per contribution, depending on its relevance to the position.
- Contributions to national or international congresses, conferences, workshops, or working groups: up to 0.3 points per contribution, depending on the relevance of the event and its suitability to the position.
- Means of verification: A copy of the contribution or equivalent documentation.

### Other Merits

Up to a maximum of 5 points, to be awarded proportionally, based on the verified level of suitability and the significance of the merit.

- Specifically, those identified as "Other Merits" in the Job Description in Annex II.

- Means of verification: Supporting documentation for the merit.

### Personal Interview (Maximum score: 30 points)

This section will assess the overall profile of the candidate, particularly their suitability for the functions to be performed. The interview will be conducted in English.

A few minutes may be devoted to conversation in Spanish, at the discretion of the Selection Committee.

The interview will follow an informative dialogue format. There will be no right or wrong answers; rather, the aim is to gather personal and professional information about the candidate in order to evaluate their suitability for the position.

The interview will take place in two parts: The first part will consist of specific questions. The second part will be an open dialogue to explore the candidate's competencies, attitudes, and interests in greater depth. The interview will last a minimum of 10 minutes and a maximum of 30 minutes.

### Evaluation criteria

#### 1. **Specific Questions** (Maximum 15 points)

- Questions related to the candidate's academic background. The degree of alignment with the CV and the relevance of acquired knowledge to the tasks of the position will be assessed.
- Questions related to professional experience. The relevance and significance of past responsibilities in relation to the duties of the position will be evaluated.

#### 2. **Open Dialogue** (Maximum 15 points)

This open dialogue will be aimed at gathering information from the candidate on the following aspects:

- Motivation for the position: A high level of motivation and strong interest in learning and integrating into a dynamic environment will be valued.
- General knowledge of the position's field (e.g., IFMIF-DONES, the fusion programme, European institutions, public consortia, General State Administration, Science Act, etc.): The degree of understanding of the position's context and high-level objectives will be evaluated.
- Awareness of current developments in the field: The candidate's up-to-date knowledge of the specific subject area of the position and recent relevant developments will be assessed.

### Interview Evaluation Report

Upon completion of the interview, the Selection Committee shall issue an Interview Evaluation Report, including the following sections:

- The specific criteria used to determine whether any gaps exist in each of the competencies being assessed, and to evaluate the candidate's suitability for the professional profile. This will include descriptions of the types of behavior or responses considered indicative of the presence or absence of each competence. These criteria will be established by the Committee prior to the interview and based on the evaluation criteria stated above.
- A list of the questions asked and a summary or general interpretation of the candidate's responses, along with observed behaviors when considered relevant.

|                                                                                   |                                                                                                                                                                                                                       |                                                                                     |
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|  | <p style="text-align: center;"><b>esDONES-00-25-0054</b></p> <p style="text-align: center;">RECRUITMENT OF PERMANENT RESEARCH STAFF UNDER THE<br/>IFMIF-DONES PROJECT</p> <p style="text-align: center;">IFMIF/73</p> |  |
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- A qualitative assessment of the candidate's responses and behaviors and an evaluation of how they positively or negatively reflect the applied evaluation criteria.

To pass the merit-based selection process, candidates must obtain a minimum score of 50 points.

In the event of a tie, the order of precedence will be determined based on the following criteria:

- a) Number of days of professional experience in positions of the same professional classification and, where applicable, specialty, with functions and tasks identical to those of the advertised position.
- b) Number of days of professional experience in higher-classification positions, with functions and tasks like those of the advertised position.
- c) Number of days of professional experience in lower-classification positions, with functions and tasks like those of the advertised position.

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|  | <p>esDONES-00-25-0054</p> <p>RECRUITMENT OF PERMANENT RESEARCH STAFF UNDER THE<br/>IFMIF-DONES PROJECT</p> <p>IFMIF/73</p> |   |
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## ANNEX II

### Description of the Positions

|                                                                                   |                                                                                                                            |                                                                                                                                                                         |
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|  | <p>esDONES-00-25-0054</p> <p>RECRUITMENT OF PERMANENT RESEARCH STAFF UNDER THE<br/>IFMIF-DONES PROJECT</p> <p>IFMIF/73</p> |   |
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| Job Tittle                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |       |
|---------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| IFMIF/73                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |       |
| Grupo                                 | Subgrupo                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Nivel |
| II                                    | B                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1     |
| Clasification                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |       |
| Department/Section                    | Engineering Department                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |       |
| Professional Category                 | II-B-1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |       |
| Requirements                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |       |
| Required Qualification                | PhD in Physics, Engineering, or similar                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |       |
| Required Experience                   | At least 3 years of professional experience.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       |
| Suitability Criteria for the Position | <ul style="list-style-type: none"><li>• Experience in international projects related to particle accelerators or nuclear fusion.</li><li>• Experience in developing and testing instrumentation related to particle accelerators or fusion, especially radiation detectors</li><li>• Experience in developing and testing rapid diagnostic acquisition electronics</li><li>• Experience in simulation, design, or testing of diagnostics for the characterization of irradiation fields</li><li>• Experience in processing experimental diagnostic data</li></ul> |       |
| Other Merits                          | <ul style="list-style-type: none"><li>• Training in particle accelerators</li><li>• Knowledge of fast electronics design tools (MTCA, cPCI, VXI, etc.)</li><li>• Knowledge of embedded systems programming tools</li><li>• Knowledge of scientific programming tools for diagnostic testing (Python, Labview, Simulink, or similar)</li><li>• Proven ability to interact with people from different cultures to find technical solutions to complex problems.</li></ul>                                                                                           |       |
| Required Language                     | Spanish and English (will be assessed during the interview)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       |
| Province                              | Granada                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |       |

|                                                                                   |                                                                                                                                                                                                                       |                                                                                                                                                                         |
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### Job Description:

Construction of the IFMIF-DONES scientific infrastructure is beginning in Escúzar (Granada), with the IFMIF-DONES España Consortium playing a very important role. In order for it to operate continuously, it must be equipped with a comprehensive set of diagnostics that allow the status of the plant and all its components to be monitored at all times, as well as control of its complex processes. The facility's diagnostics will therefore bring together a wide variety of devices with the aim of measuring a large number of different physical quantities. Many of these must be functional under environmental conditions that are highly conditioned by significant and unique radiation fields that constitute unexplored operating scenarios according to the current state of the art, including the electronics for signal acquisition from the sensors or measuring devices to the corresponding control cubicles, with very specific requirements adapted to the facility in order to preserve its functionality.

Among the functions to be performed are participation in the Project on load-bearing surfaces, secondary structures, and primary installations of the IFMIF-DONES scientific infrastructure envelope (DONES-TOPS) and/or in the Project on foundations and primary structures of the IFMIF-DONES scientific-technical infrastructure envelope (DONES-BASE) through the development of the following activities:

- Definition of diagnostic requirements taking into account operating conditions (hostile environment, complex access, high reliability, temporal resolution, etc.)
- Definition of requirements, development, and testing of diagnostics, especially those used for the characterization of radiation fields.
- Definition of requirements, design, simulation, manufacturing, and testing of diagnostic acquisition electronics and other instrumentation.
- Definition of R&D programs for the validation of instrumentation, detector, and diagnostic solutions, including experimental campaigns and prototype construction.
- Development of instrumentation and diagnostic engineering.
- Preparation of technical specifications and other documents.
- Monitoring of the design and manufacture of instrumentation and diagnostics.
- Participation in working groups in an international and multicultural environment.
- Dissemination in journals and conferences.

Contract duration: Permanent

Trial period: 6 months

Code: IFMIF/73

No. of positions: 1

Basic annual remuneration distributed in 14 payments: 35,008.88 EUR (gross salary)

Retribuciones básicas anuales conforme a las tablas salariales en vigor a fecha de la publicación de la convocatoria.

En caso de producirse cualquier incremento retributivo en dichas tablas salariales con posterioridad a la fecha de la publicación de la convocatoria, dicho incremento será aplicado en la formalización del contrato correspondiente a la plaza.

## ANNEX III

### SELECTION COMMITTEE

#### POSITION CODE:

IFMIF/73

#### MAIN SELECTION COMMITTEE

CHAIRPERSON: Moisés Weber Suárez (IFMIF-DONES España)

COMMITTEE SECRETARY: Nani García Fernández (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 1: María Megía Pedrosa (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 2: Claudio Torregrosa Martín (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 3: Iván Podadera Aliseda (IFMIF-DONES España)

#### ALTERNATE SELECTION COMMITTEE

CHAIRPERSON: Rafael Esteban López (IFMIF-DONES España)

COMMITTEE SECRETARY: Gloria Velasco Jiménez (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 1: Luis Monasterio Guillot (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 2: Danyl Pérez Sánchez (IFMIF-DONES España)

MEMBER OF THE SELECTION COMMITTEE 3: Aurora Ortega Moral (IFMIF-DONES España)

#### VENUE OF THE SELECTION COMMITTEE

LOCATION: Consorcio IFMIF-DONES España

ADDRESS: Calle Gran Vía de Colón núm. 48, 18010 (Granada)

EMAIL ADDRESS: [call4positions@ifmif-dones.es](mailto:call4positions@ifmif-dones.es)

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|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p>esDONES-00-25-0054</p> <p>RECRUITMENT OF PERMANENT RESEARCH STAFF UNDER THE<br/>IFMIF-DONES PROJECT</p> <p>IFMIF/73</p> |   |
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## ANNEX IV

### AUTHORIZATION MODEL FOR THIRD PARTIES.

In the event that the application is submitted through any means other than the Electronic Headquarters of the IFMIF-DONES Spain Consortium, the authorization form will be available for download on the website: [www.ifmif-dones.es](http://www.ifmif-dones.es)

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|  | <p>esDONES-00-25-0054</p> <p>RECRUITMENT OF PERMANENT RESEARCH STAFF UNDER THE<br/>IFMIF-DONES PROJECT</p> <p>IFMIF/73</p> |   |
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## ANNEX V

### APPLICATION FOR PARTICIPATION

In the event that the application is submitted through any means other than the Electronic Headquarters of the IFMIF-DONES Spain Consortium, the authorization form will be available for download on the website: [www.ifmif-dones.es](http://www.ifmif-dones.es)

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|  | <p>esDONES-00-25-0054</p> <p>RECRUITMENT OF PERMANENT RESEARCH STAFF UNDER THE<br/>IFMIF-DONES PROJECT</p> <p>IFMIF/73</p> |   |
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## ANNEX IX

### RESPONSIBLE DECLARATION FOR STAYS IN JAPAN

In the event that the application is submitted through any means other than the Electronic Headquarters of the IFMIF-DONES Spain Consortium, the authorization form will be available for download on the website: [www.ifmif-dones.es](http://www.ifmif-dones.es)